Department of Public Safety Standards and Training

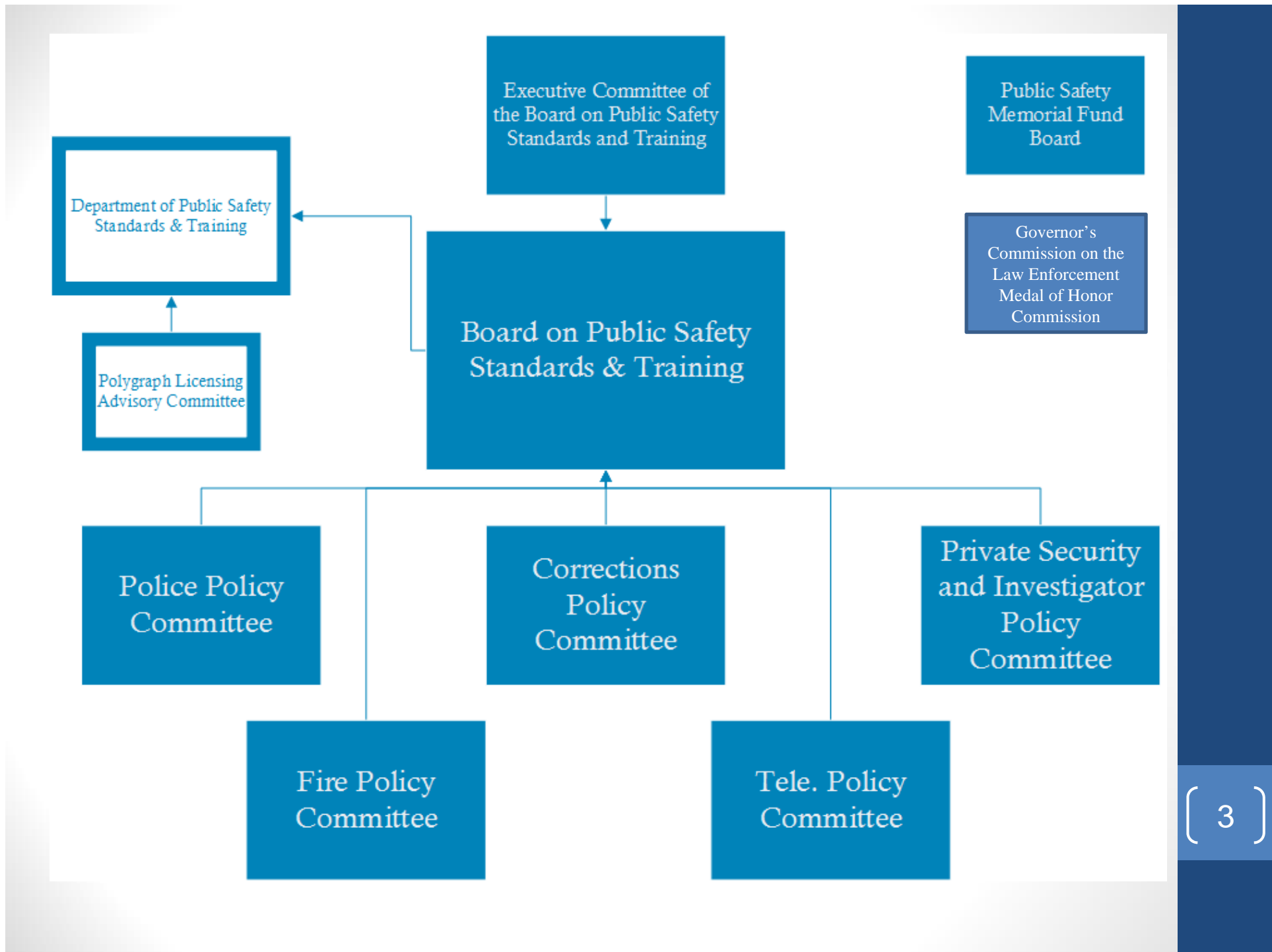# Professional Standards Update: Criminal Justice

Roles and Responsibilities

Employing Agency (local control):

- Meeting the expectations of their unique communities;

- Hiring/Commissioning;

- Imposing officer discipline (CBA);

- Responding to allegations of misconduct; and

- Terminating employment;

- Reporting personnel actions/granting access to personnel records to DPSST.

DPSST/BPSST (regulatory):

- Establishing statewide minimum standards of certification (BPSST);

- Certifying officers who meet all minimum standards (DPSST);

- Enforcing standards of certification (DPSST):

    - Reviewing employment documents for potential moral fitness violations;

    - Facilitating Policy Committee/Board review of criminal convictions/non-voluntary separations.
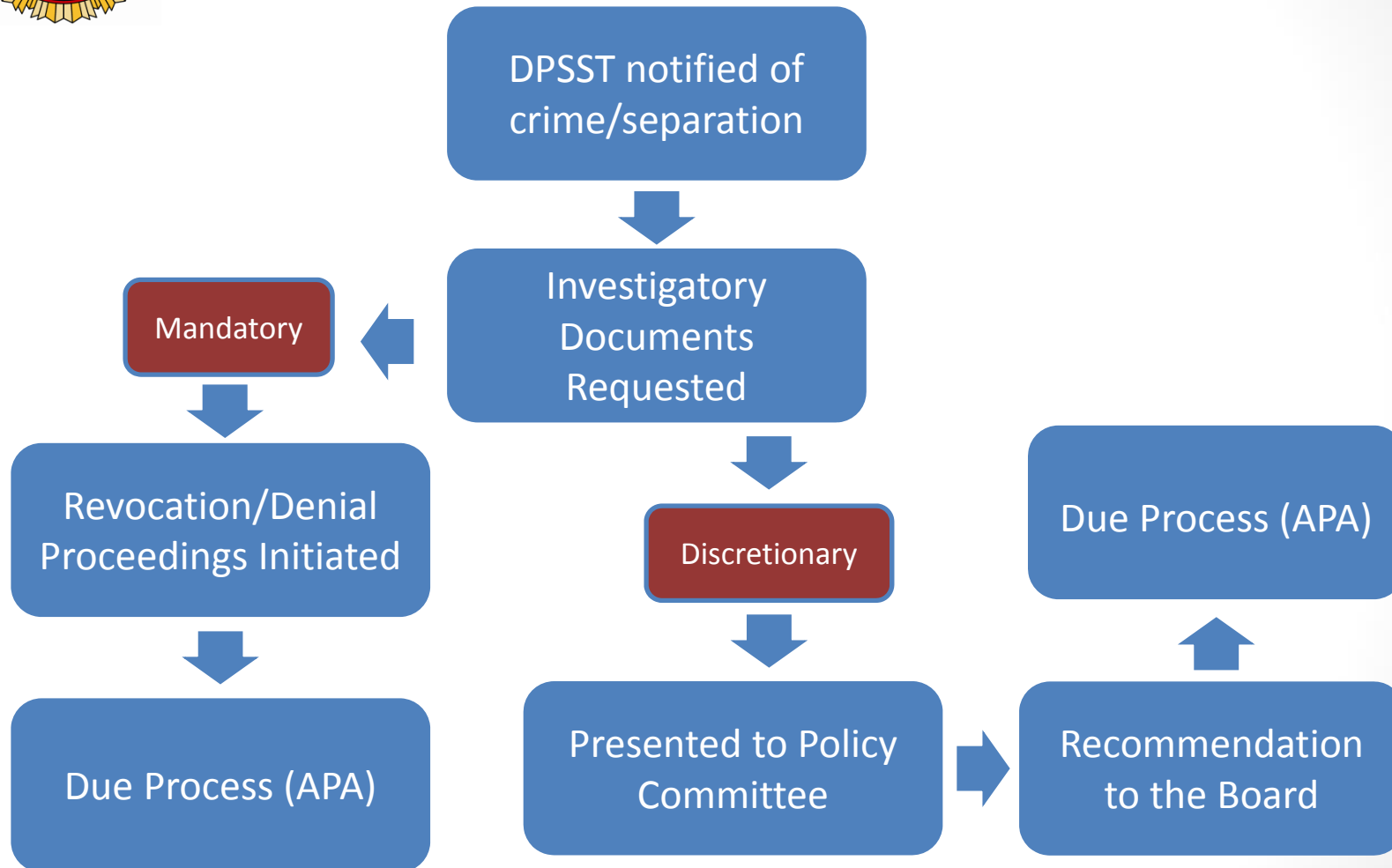
Professional Standards:

Disqualifiers

Mandatory	*Discretionary*
"requires"	*"may require"*

Discretionary Review Process

DPSST notified of crime/separation

↓

Investigatory Documents Requested

← Mandatory

↓

Revocation/Denial Proceedings Initiated

↓

Due Process (APA)

Discretionary

↓

Presented to Policy Committee → Recommendation to the Board → Due Process (APA)

What we've done ...

- 2016-2017 - Complete review of Moral Fitness Standard:

  - Addition of voting public members to policy committees;

  - Ethics maintenance training (1 hour/annually);

  - Clarification of discharge for cause/moral fitness definitions;

  - Child abuse and sex offenses added as mandatory disqualifiers;

  - Addition of Suspension/Emergency Suspension options;

  - Ability to review all criminal dispositions;

  - Ability to provide verbal mitigation;

  - Updated administrative closure process; and

  - Adjustment to DPSST complaint process.

- Complete review for legal sufficiency.

What we've done ...

- 2016: Reserve officer background investigations [2015 SB 239];

- 2017: Increased accountability for reporting officer separations;

- 2017: Staffing adjustments to assist with pre-employment background investigations;

- 2017: Expansion of basic maintenance training requirements (Corrections/P&P/OLCC);

- 2017: Mental Health/CIT Maintenance Training (3 hours/cycle);

What we've done ...

- 2015-2017 Transparency Initiatives:

  - Addition of Public Members to Policy Committees [HB 2294];

  - Information Resource Inquiry System (IRIS);

  - A/V Capabilities for Board/Policy Committee Meetings (piloting);

  - Publishing Meeting Books Online (In Process); and

  - Inclusion of Oregon's LE data in Oregon's Open Data portal (planning).

QUESTIONS?